



Little Sister  
Viviana  
age 7

# IGNITING POTENTIAL



Nutmeg Big Brothers  
Big Sisters®

## 2018 ANNUAL REPORT

Celebrating 53 years of helping Connecticut  
children reach their highest potential



Alyssa's mom, Tracy (left), Little Sister Alyssa, age 8 (middle) and Big Sister Kate Gihon (right)



## Who We Are

Nutmeg Big Brothers Big Sisters, now celebrating its 53rd year in Connecticut, initiates the highest quality mentoring relationships between vulnerable children and professionally-screened and supervised adult volunteers. Our goal is to improve the lives of 6 through 18-year-olds from single-parent and no-parent homes and enable them to become productive, responsible society members.

We achieve this by offering a Community-Based Program, a School-Based Program, and a Foster Grandparent Program – all of which help at-risk youngsters avoid destructive behavior and reach their highest potential.

## Why We Are Unique

With more than 100 years of Big Brothers Big Sisters mentoring success to build on (combined with 53 years of Nutmeg Big Brothers Big Sisters mentoring success), we invest our resources to create enduring, life-enhancing experiences for volunteers and the children they mentor.

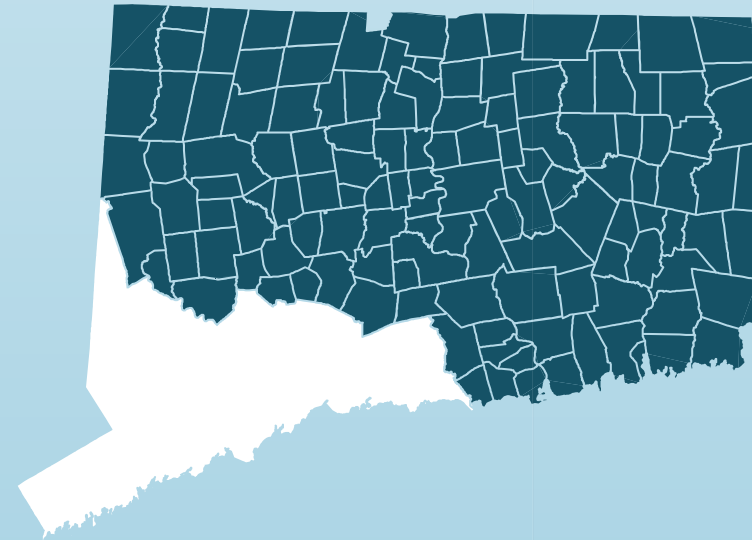
Each match is initially created via a time-tested 6-step process. Once established, matches are regularly monitored and continually evaluated by trained staff to insure positive outcomes and relationship longevity. This is why Nutmeg Big Brothers Big Sisters is considered to be Connecticut's premier mentoring organization.



# For the more than 68,000 kids we've served since our founding, we've ignited great potential.

## During 2017 - 2018:

- Our Community-Based programs served 504 children.
- Our School-Based programs served 351 children.
- Our Foster Grandparent Program operated at 47 sites, and served 344 children.
- Our volunteer mentors devoted more than 134,000 hours to inspiring, teaching and bonding with their "Littles."
- Volunteer mentors' time spent with "Littles" this past year was worth well over \$3.3 Million – a huge value that your support made possible.
- Our staff spent more than 44,000 hours creating and supporting life-changing matches between children in need and caring Big Brothers and Big Sisters.



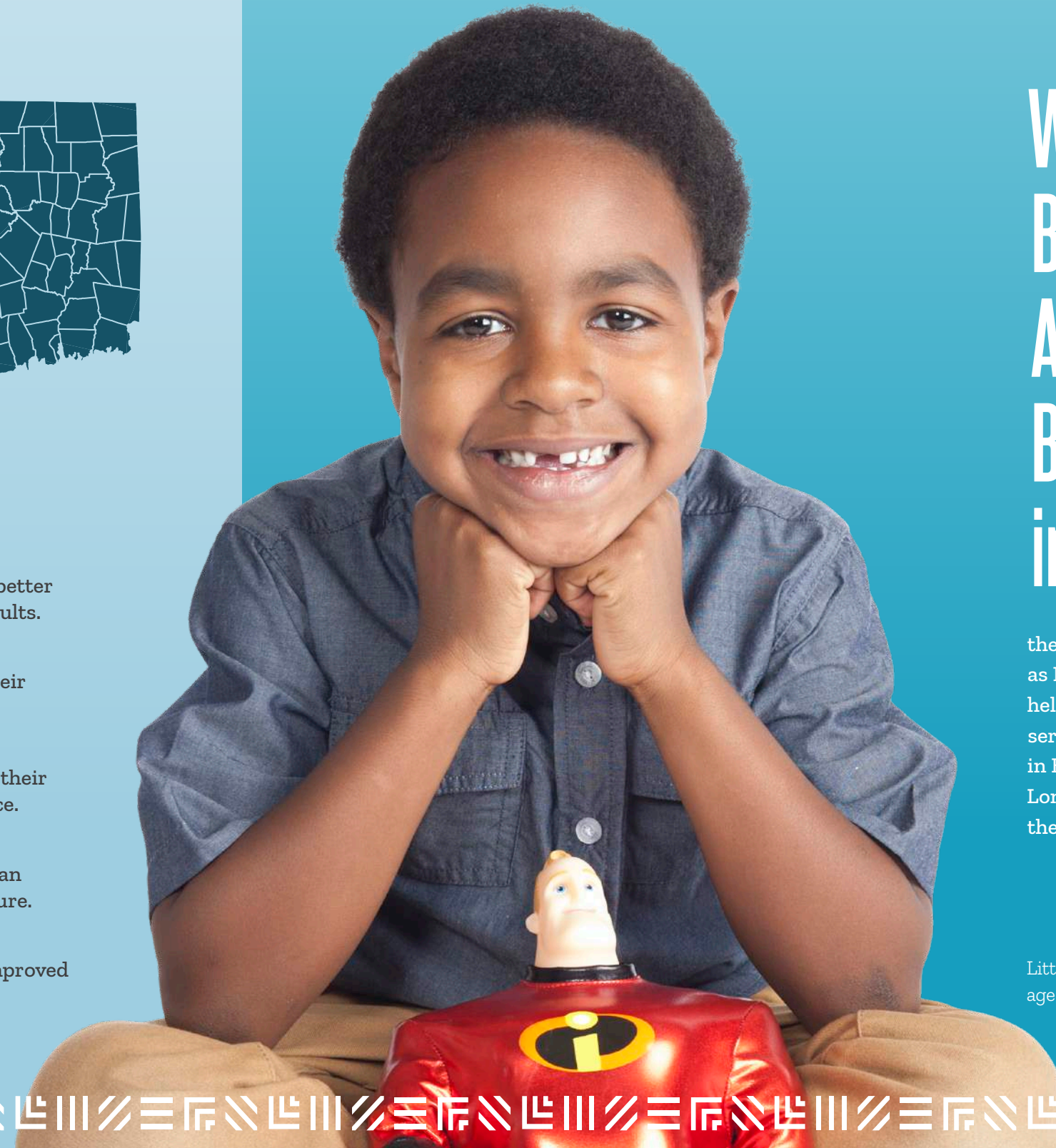
**94.0%** of children reported better relationships with adults.

**95.0%** children increased their self-confidence.

**88.5%** of children improved their academic performance.

**87.0%** of children developed an improved sense of future.

**90.1%** of parents reported improved family relations.



# When founders Bernie Fields and Arthur Director began Big Brothers Big Sisters in CT in the early 1960s,

the organization pretty much covered just Middletown. Now, as Nutmeg Big Brothers Big Sisters celebrates its 53rd year of helping children facing adversity succeed, we've grown our service area to include 132 of Connecticut's 169 municipalities in Hartford, Tolland, Windham, Middlesex, Litchfield, New London and upper New Haven counties (the shaded section of the map represents our statewide service area.)

Little Brother Damarrius  
age 6



# Igniting Potential

Camiecia Anthony is a Big Sister in our program. She's matched with Little Sister Azzuraya, age 10. Camiecia, an Administrative Assistant with the United Way of Greater Waterbury, is the catalyst for Azzuraya's ignited potential.

## Igniting Potential

Azzuraya's mom is also igniting her potential. She began by enrolling her daughter as a Little Sister. She continues by supporting her in our program.



Big Sister Camiecia Anthony and her Little Sister Azzuraya

# Because generous individuals and organizations like the United Way of Greater Waterbury,

represented by Kristen Jacoby, President & Chief Professional Officer, continue to contribute to our program, Potential Is Being Ignited for Little Sister Azzuraya.



Kristen Jacoby





Big Brother Hugo Bernal and  
his Little Brother Jay

## Igniting Potential

If you follow sports, you'll recognize Hugo Bernal as a Commentator for ESPN. Little Brother Jay, age 10, knows him as his Big Brother in our program. Jay would be the first to say that Hugo is the catalyst for his ignited potential.

### Igniting Potential

Jay's mom ignited his potential when she signed him up as a Little Brother with us. She signed up Jay's five brothers and sisters too, and supports them all in our program.



Big Brother  
Mark Perkins

## Because generous individuals and organizations like Halloran & Sage,

represented by Mark Perkins, a Partner at the 84-year-old law firm, continue to contribute to our program, Potential Is Being Ignited for Little Brother Jay. In addition to helping ignite Little Brother Jay's potential through his firm, Mark's also igniting potential out of the office. For the last eight years, he's been a Big Brother to Little Brother Roy'Al.

# Igniting Potential

Big Brother Joe D'Aleo is a Tenor Saxophonist with the United States Coast Guard Band. His Little Brother is 9-year-old Jeremiah. Since volunteering as a mentor, Joe has been instrumental in igniting Jeremiah's potential. He'd never tell you this because Joe isn't the type to toot his own horn.

## Igniting Potential

Because it's igniting his potential and providing the male role model he needed, Jeremiah's mom is glad she took the initiative to enroll her son in our program.



Big Brother Joe D'Aleo and his Little Brother Jeremiah

# Because generous individuals and organizations like the William and Alice Mortensen Foundation,

represented by President Alfred V. Covello, continue to contribute to our program, Potential Is Being Ignited for Little Brother Jeremiah. In addition to leading the Mortensen Foundation, Alfred V. Covello is a Senior United States District Court Judge for the District of Connecticut.



The Honorable Alfred V. Covello





# Igniting Potential

Kathleen Merritt, posing here with 7-year-old Zachary, is famous for igniting the potential of students at the Laurel Elementary School in Bloomfield, where she's been serving as a Foster Grandparent for the last 6 years. Ms. Merritt is also the Foster Grandparent of the Year for our Hartford region!

**Igniting Potential**  
Administrators at the Laurel Elementary School in Bloomfield determined the facility would take part in our Foster Grandparent Program. That's why all the students Ms. Merritt has mentored during her tenure there have experienced ignited potential.

Foster Grandparent  
Kathleen Merritt and Zachary



Kim Oliver

# Because generous individuals, organizations and municipalities, like the City of Hartford,

represented by Kim Oliver – Director of the Department of Family, Children, Youth and Recreation – continue to contribute to our Foster Grandparent Program, Potential Is Being Ignited for all the children Kathleen Merritt mentors in the Foster Grandparent Program at the Laurel Elementary School in Bloomfield. The Foster Grandparent Program is funded, in part, in Hartford by Community Development Block Grant Funds allocated to Nutmeg Big Brothers Big Sisters by the City of Hartford.





# Igniting Potential

Kate Gihon volunteered to be a Big Sister in our program and almost immediately began igniting the potential of her Little Sister Alyssa, age 8. Kate is a Compliance Specialist at Flex in Manchester, CT.

## Igniting Potential

Alyssa's mother, Tracy, signed her up to be a Little Sister in our program because she felt Alyssa could use another positive sounding board in her life. An added benefit is the potential that's been ignited in Alyssa. Tracy, by the way, was a Big Sister herself in our program not long ago. She knows the power of good mentoring.

Alyssa's mom, Tracy (left), Little Sister Alyssa (middle) and Big Sister Kate Gihon (right)



# Igniting Potential

Potential has been ignited for Alyssa because a Match Support Coordinator like Jackie Lundie (left) maintains ongoing contact with Alyssa, Alyssa's mother and Kate Gihon to make certain the match is progressing smoothly and adhering to the always-evolving guidelines of the Big Brothers Big Sisters Service Delivery Model.

## Igniting Potential

Potential has been ignited for Alyssa because an Enrollment Coordinator like Jamain Naidoo (right), drawing on 115 years of Big Brothers Big Sisters history and her own youth services experience, worked with Alyssa, Alyssa's mother and Kate Gihon to carefully create a match that is having a significant life-enhancing impact on all participants.

Damarrius (middle) is 6-years-old and currently on our waiting list. He and his mother, who enrolled Damarrius in our program, are hoping that he will soon be matched with a caring, inspirational adult mentor - just like Big Sister Kate Gihon. Then, Damarrius, like Little Sister Alyssa, can broaden his horizons, develop his capabilities and fulfill his great potential.

Jackie Lundie, Jamain Naidoo, and Damarrius





Little Sister Viviana  
age 7

# Chairman's Letter

At Tecton Architects, my professional team and I are committed in every interaction and on every project, to creating space for new potential. It's been our experience that thoughtful design solutions come from respectful, collaborative relationships and team investment in our brand promise. That's why I take great pride in introducing the newly-designed Nutmeg Big Brothers Big Sisters logo, which appears on the front and back covers of this Annual Report.

The lowercase b, in black, represents the stories of our Little Brothers and Little Sisters and their families - and their alignment with us to fulfill their potential. It's a powerful symbol, but only half of the whole. Rounding it out is the uppermost portion of the graphic. Colored a rich green, this represents our inspirational volunteers, our Big Brothers and Big Sisters. The two parts join together to create a compelling symbol. With the completion of the B, the relationship balances and becomes stronger and bigger. It updates how we look, talk and think.

What hasn't changed is our focus. We believe that every child has unlimited potential. We don't create potential - we ignite it with one-to-one mentoring. We know there are many more children in Connecticut in need of our services. With your help and support, we look forward to offering these children this life-transforming opportunity.



Ted Cutler  
Chairman of the Board



Little Brother Lucas  
age 10

# President's Letter

This past year, our team matched 1,199 children facing adversity with professionally supported, inspiring mentors. Two great new initiatives we launched this past autumn will help us continue increasing the number of children we serve - and instill key values and mindsets.

The first is Mentor2.0, a technology-enhanced program that provides one-to-one mentoring support for high school students to prepare them for high school success, college matriculation and college graduation - which will make most participants first in their families to get an advanced degree.

	FY2017	FY2018
Community-Based Mentoring	491	504
Site-Based Mentoring	342	351
Foster Grandparent Program	308	344
	<b>1141</b>	<b>1199</b>

Our second new program pairs inspirational University of Connecticut and Eastern Connecticut State University students with Little Brothers and Sisters from Windham Middle School. Bigs and Littles meet once a week and participate in on-

campus programs. Like mentor2.0, on-campus mentoring helps children who know little about higher ed embrace it as a part of their future.

With your continuing generosity and collaboration, we look forward to reaching more children with top quality programming in the coming year - so we can ignite their full potential.



Andy Fleischmann  
President & CEO  
Jacob's Big Brother

# The percentages and numbers below all add up to IGNITED POTENTIAL for so many kids across Connecticut.

## CHILDREN

### MALE:

47.7%

### FEMALE:

52.3%

### AFRICAN AMERICAN/ WEST INDIAN:

23.8%

### ASIAN

0.9%

### BI-RACIAL:

11.3%

### CAUCASIAN:

25.1%

### LATINO/PUERTO RICAN:

35.1%

### OTHER:

3.9%

## ADULTS

### MALE:

35.4%

### FEMALE:

64.6%

### AFRICAN AMERICAN/ WEST INDIAN:

11.5%

### ASIAN

2.8%

### BI-RACIAL

3.2%

### CAUCASIAN:

69.1%

### LATINO/PUERTO RICAN

9.4%

### OTHER:

4.5%

## AUDITED FINANCES

Fiscal Year July 1, 2017 – June 30, 2018

### Support and Revenue \$2,104,657

Individual Contributions	\$1,076,017
Federal Grants	\$498,956
Special Events	\$219,360
United Way Grants	\$131,627
In-Kind Contributions	\$86,798
Other Revenues	\$68,204
Other Gov't Grants and Contracts	\$18,938
Investment Income	\$4,757

### Expenses \$1,940,888

Program & Program Management	\$1,736,179
Fundraising	\$204,709

### Change In Net Assets \$163,769

Little Sister Ava  
age 7



## Our Donors

### Major Sponsors: \$50,000 +

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Little Brother Jeremiah age 9

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Little Sister Meladee  
age 10

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7/1/17 - 6/30/18

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### **William J. Carew**

OneDigital Health & Benefits

### **Tim Coppage**

The Coppage Company

### **Thomas V. Daily**

Reid and Riege, P.C.

### **Brian DiBella**

Mugford & DiBella, LLC

### **Martin L. Fields**

Retired

### **Pamela D. Gordon**

Farmington Valley Visiting Nurse  
Association

### **Daniel L. FitzMaurice, Esq.**

Day Pitney

### **Gus Gamache**

Retired

### **Beverly Garofalo**

Jackson Lewis, LLP

### **Barbara Grant**

Cigna

### **Devin Hawthorne**

Berkshire Bank

### **Wayne Holcombe**

Signal Service, Inc.

### **Nancy L. Kotchko**

Retired

### **Michael Mahoney**

RLM Co.

### **Suzanne R. McDonald**

Retired

### **Hugh F. Murray, III**

McCarter and English, LLP

### **Hal Rives**

New England Guild Wealth Advisors

### **Gene Rosenberg**

Gene Rosenberg Associates

Little Brother Evan  
age 7



# BIG HEARTS

## Our Staff

7/1/17 - 6/30/18

### **Andy Fleischmann**

President and Chief Executive Officer

### **Orelia Barnaby**

Director of the Foster Grandparent Program

### **Allison Holst-Grubbe**

Director of School Programs

### **Brian Kelly**

Director of Marketing

### **Ryan Matthews**

Director of Community Programs

### **Rosalin Alcantara**

Foster Grandparent Program Coordinator

### **Joanne Alexander**

Operations and New Media Manager

### **Susan Black**

Site-Based Coordinator

### **Laura Cardeno**

Senior Enrollment Coordinator

### **Jay Cronin**

Individual Gifts Officer

### **Kathryn Hassler**

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Events Manager

### **Wendy Donovan Duran**

Match Support Specialist

### **Elizabeth Foley**

Inquiry and Customer Service Coordinator

### **Tara Gill**

Site-Based Coordinator and  
Match Support Specialist

### **Ivana Kirk-Thigpen**

Senior Site-Based Coordinator

### **Jacqueline Lundie**

Match Support Specialist

### **Andrea McDermott**

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### **Jeannette Mendez**

Foster Grandparent Program Manager

### **Shasity Rios**

Site-Based Coordinator

### **Laura Stamatien**

Enrollment Coordinator

### **Stephanie Hinckley**

Enrollment Coordinator

### **Margarita Laboy**

Mentor2.0 Manager

### **Jessica Williams**

Enrollment Coordinator



One of our newest Site-Based Programs takes place at UConn and Eastern Connecticut State University, with students from those schools mentoring children from the Windham Middle School in ways that ignite their potential and help them succeed in life. Pictured: Big Sister Jenesis Miranda and Little Sister Adelmarie.



Our Foster Grandparent Program meets at 45 Site-Based locations each week in Greater Hartford and Eastern Connecticut. Senior mentors, like Andrea Cuascut, pass along their love, knowledge and life experience to adolescents needing their attention and guidance.



Our "Beyond School Walls" Site-Based Program is now in its 10th successful year. It's sponsored by Comcast and is held at its Berlin facility with Comcast employees serving as mentors. Children in the program are from New Britain's Lincoln Elementary School.



One of our Community-Based matches, Big Brother Demetrius Triantafylidis and his Little Brother Anand, greeted guests at our last "Start Something Big" Gala. Later, they joined attendees for an evening of delicious food, music, exciting auctions and an inspirational program.



Mentor 2.0 is a technology enhanced Site-Based Program that provides mentor support to high school students that prepares them for college and the work force. Much of the Mentor 2.0 activity takes place online. Big Brother Teddy Woolsey and his Little Brother Gibril and other Mentor 2.0 matches get together for 2 hours each month at CREC's Academy of Science and Innovation in New Britain.



Our Big Sister of the Year for 2018, Allison Ahearn, gave her Little Sister Juliana some much-appreciated encouragement when Juliana addressed the audience at the Big Brothers Big Sisters of the Year Awards event in late spring. Allison and Juliana are long time participants in our Community-Based Program.



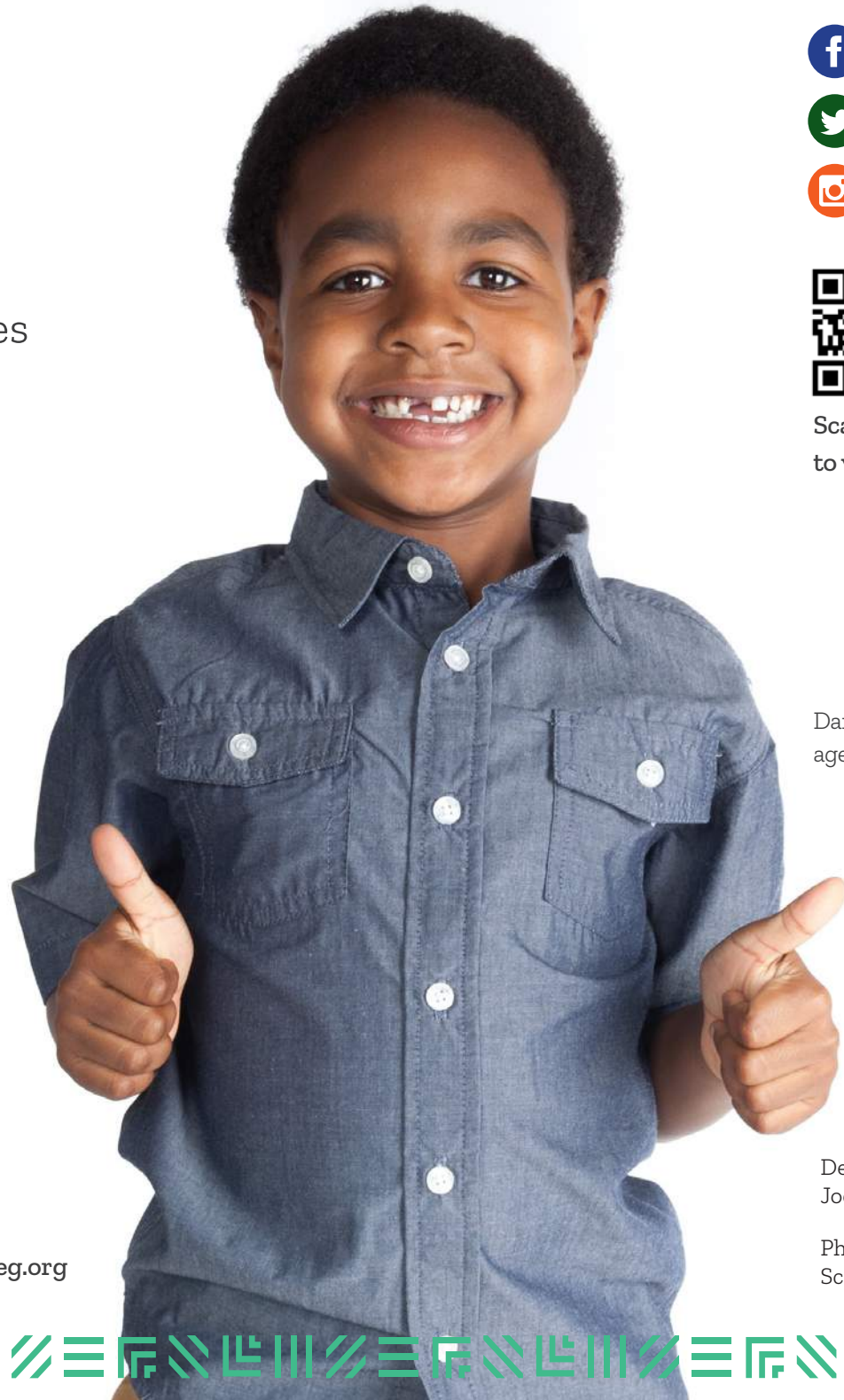
Our Bowl-for-Kids'-Sake event rolled out in March at Spare Time Lanes in Vernon. Big Brother Charlie Felder and his Little Brother Miguel, from our Community-Based Program, are shown planning their lane strategy before making bowling history.

# Our Community and Site-Based Programs are continually IGNITING POTENTIAL.



# HELP IGNITE A CHILD'S POTENTIAL.

Join Nutmeg In Saving Young Lives  
By Volunteering, Donating Or  
Partnering With Us.



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Scan the QR Code  
to visit our website!

Damarrius  
age 6



Nutmeg Big Brothers Big Sisters  
30 Laurel Street, Suite 3  
Hartford, CT 06106

1.877.675.5190  
[www.nbbbs.org](http://www.nbbbs.org)  
[nutmeg@bbbsnutmeg.org](mailto:nutmeg@bbbsnutmeg.org)

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